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THE CANADIAN RAILROADER

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I desire to express my very deep appreciation of the loyalty and efficiency which has characterized the service of all officers and employees during the past year and which has resulted in the Company emerging from a difficult period with credit to itself and satisfaction to the public it serves.

At the opening of a New Year, which I trust will be a very happy one to all of you, let me suggest three resolutions—

First—To maintain unswerving loyalty to the Company and its high ideals,

Second—By our enthusiasm and energy to keep the Canadian Pacific the foremost transportation system in the world;

Third—To have an unquenchable faith in the great future of Canada, our country.—E. W. BEATTY, K.C., President,

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WINNIPEG - CANADA

The Greatest Tragedy of the Road

The Experience of Railroad Men With Lawyers and Law Courts---Greater Education on a Vexatious Problem

By GEORGE PIERCE

THERE are many happenings in the life of a railroad man to try his resources, his courage, his loyalty and his manhood. The wreck and its tremendous momentum, the splinters that fly, the shock, the crash and the groans that come—these emergencies he is prepared to meet and to master.

For the history of railroading fails to record a single act of cowardice. There have been lapses, moments when the human machine wearied with unusual strain has relaxed its vigilance for the moment with disastrous results, but for loyalty, devotion and courage the railroad man stands supreme in the industrial army.

There is never a moment that the railroader is not conscious of his responsibility for the public safety and the Company's property. His peculiar world is a world of momentum, of swiftly moving things, of rapid vibration, of deadly force. His working day is alive with action, with movement, with power. The mistakes that others make with impunity, the failings common to the ordinary run of people, the trivial error, the fleeting moment of indecision, the chill of a temporary fear might bring death to him and disaster to his charge. His mind must stay on the track or the coach in which he is riding will leave the track. The characteristic qualities for the making of a good railroad man, loyalty, courage, steadiness, nerve and good health, and above all quick thinking, enable him to meet all the emergencies of the road—all except one, and this one emergency is the subject of this and other articles that are to follow.

A man steps on his train in uniform, punch in hand, to take command. He leaves behind a modest home, a loving wife and his dimpled children.

The train rushes on, rushes over the road, rushes to the destination, rushes its human freight and its valuable cargo safely into the prescribed port. All is well save with the man that did the trick. He steps from his car into the hands of the police. Detectives swarm about him. The reporters are there smelling out the news. There is a wreck, a real wreck, a wreck of human hope, of ambition, and it has come like the lightning—swift, blinding, destructive and pitiless in its withering power. For the things that clutch at him, the devious, tortuous ways of the law, the cantankerous lawyers, the musty court room, the crusty judge, the whisperings, the unsolvable technicalities, the furtive glances and insinuating winks of the sly detectives, the nosey reporters, the morbid mob and that strange indescribable silence of the court room, are not of his world. The crash on the road, the whirl of wheels, the clouds of dust, the roar of the engine, the hissing steam, the rattle of the flying train over the switches, over these he is absolute master, but this intricate, delicate, dangerous business of law and lawyers, this tragic symphony of grinding, crunching wheels of justice, more properly termed on many occasions, injustice, is the railroader's Waterloo.

We may judge the tree by its fruits. The man is accused of appropriating the Company's money. In rapid succession, lawyers, detectives, spotters, informers of varied descriptions and varied talents, then batteries of learned, learned, ambitious lawyers with biting tongues begin to weave the web. Friends of the victim rally for the rescue. More lawyers, more detectives, subdued conversation and many varied activities. All are ready now to make mud. Men of the professional type interested in these cases are not only capable of making mud, but they have demon-

strated rapid-fire mud-slinging abilities that would cause a big league pitcher to look like a bush leaguer. And there is one thing about an acquittal with which all must be familiar. Some of the mud that has been splashed about will fall to the ground and become as dust again, but much of it sticks. The court records may be clean and white as the driven snow, but the trial has bitten a brand into the man from which he never entirely recovers. And this is the fruit of the tree. The bitterness, the hatreds and the passions die, but the sear remains.

Whenever I hear of a tragedy of this kind, and we have been hearing of them with appalling frequency of late, it appears to me that those of us who have been intimately associated with the red-blooded men of the road have the right to inquire if these tragedies cannot be averted, just as railroad officials conduct a careful inquiry of railroad accidents in order to avoid repetition of these lamentable occurrences. When a tear can be dried or a sob stifled, when a rose "can be planted where a thistle grew," where something can be built up that somehow had been torn down, the Railroader has always been anxious and willing to demonstrate that its real function after all is to make life a little brighter, a little happier, and somewhat **PRICES** factory for our boys and so we have conducted

of a research, something of a study into the peculiar his-
of these cases with the sole intent of suggesting way^{nt}
means of avoiding repetitions in what is really "The greatest tragedy of the road." It may then develop that a thorough understanding of the conditions which produce the tragedy may eliminate many of the causes which lead to the dis-
tressing result. It may develop that earnest education along these lines will prove to be infinitely more practical and wonderfully less injurious and much more satisfactory to all parties concerned. It may develop that the use of detectives, private operatives, spotters and all the machinery of the law will prove to be unnecessary. I think that I am safe in suggesting that even a limited measure of co-operation between employer and employee on this issue, especially if the great Railroad Brotherhoods will interest themselves in the matter from an educational viewpoint, will demonstrate, peradventure, that the wrong methods have been employed.

I feel that I should make an honest confession that I cannot entirely divest myself of partisanship in this issue. by reason of long association and intimate friendships with the men that roll the trains along, yet I cannot but admit that there are two sides to the question.

It is quite conceivable that if all the boys of a village were to pick upon a single orchard, it is highly probable that soon bare branches would be waving in the wind. If the unhappy owner would act perfectly human under the circumstances, it is more than likely that he would adopt drastic measures which would be soundly berated by the mischievous urchins who had found convenient holes in the fence.

Nevertheless, it is true that neither buck-shot nor bulldogs in the one instance, law courts or lawyers in the other, have given general satisfaction. There is a better, a gentle, human, wholesome way, the way of better understanding, of education, and it is the educational plan that we advocate.

All railroad men are earnestly requested to assist and advise us. You may be assured that we will appreciate to the highest degree whatever co-operation you are willing to give us.

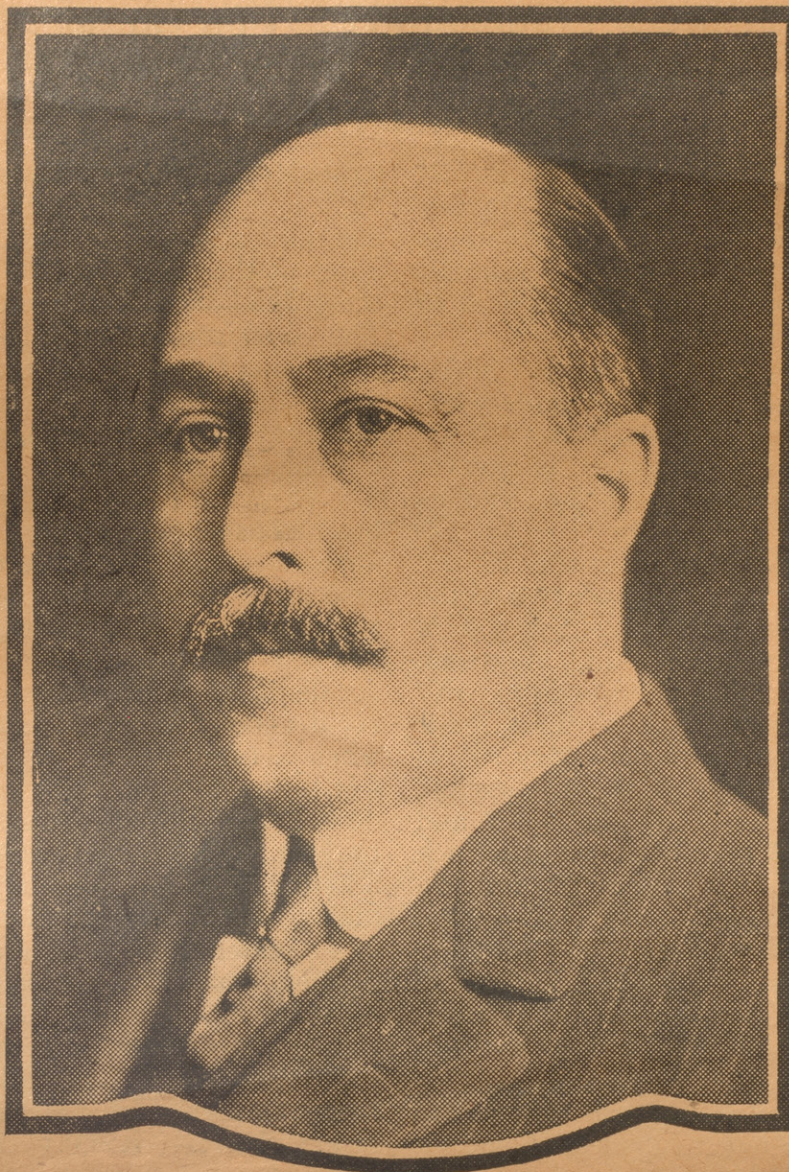
Profit Sharing in the United States

A VOLUME on profit-sharing has recently been issued by the National Civic Federation in the United States, as a revised edition of a similar work published in 1916. Brief statements are given of about 460 specific plans furnished by the leading men of the firms or companies that have tried it. In cases where profit-sharing schemes have been tried and abandoned reasons for their failure are supplied by the management. The volume contains an address by the late Mr. George W. Perkins, former chairman of the Federation's profit-sharing department, delivered before the National Civic Federation on September 11, 1919, in favor of profit-sharing along certain lines. Elsewhere in the book various labor leaders express the views of organized labor on profit-sharing. Some types of profit-sharing in France and England are also described.

Arguments in favor of profit-sharing are summed up in the introductory chapter as follows: It promotes more continuous service; reduces cost of production; secures more regular attendance at work; builds confidence and creates a sense of cooperation; gets rid of labor troubles; encourages home ownership; enables a company to keep its employees during rush seasons; keeps down expenses; induces salesmen as well as others interested to work harder; promotes efficiency, interest and loyalty; and increases the profits of the business. Employers who have discontinued profit-sharing schemes give the following reasons: The efforts of the employees were not appreciated by the management; they seemed to prefer their total earnings in fixed wages with no variable element; they were suspicious of the employer's motives; they insisted upon joining unions and presenting demands in spite of the employer's efforts to give them a share in the extra gains of the business; when stock was sold to employees upon favorable terms they would dispose of it at a profit when its value rose, and so get the habit of watching the stock market; when the profit distribution was large the employees learned to expect a similar bonanza every year, and were disgruntled if they did not get it, to say nothing of their discontent if conditions forbade an extra payment at all; and all schemes of this sort are necessarily complicated and hard to understand, so that the workers, especially of the less intelligent grades, are not easily convinced that the system really benefits them and is not merely a device to withhold a part of what they might otherwise demand and get.

The profit-sharing plan advocated by Mr. Perkins is based on the following principles: (1) Every business has, first of all, to earn operating expenses, depreciation, and fair returns on honest capitalization. (2) Every business should consider that

PRESIDENT HOWARD G. KELLEY SENT A NEW YEAR MESSAGE TO G.T.R. EMPLOYEES



President Howard G. Kelley, of the Grand Trunk, on New Year's Eve forwarded the following telegram to every member of the railroad's service:

"On this closing day of 1920, I desire to wish each officer and employee of the Grand Trunk Railway System all health and happiness during the coming year and to extend through them to the members of their families my most sincere wishes for their continued well-being. Efficient and whole-hearted co-operation on the part of each and every one in the service will, I feel assured, produce results gratifying to us all during the New Year."

the compensation paid employees is for the purpose of earning a sum of money sufficient to pay the above-mentioned items. (3) Any profits over and above such sum should, on some percentage basis, be divided between the capital used in the business and the employees engaged in the business. (4) In neither case should these profits be immediately withdrawn from the business; they should be left in the business for a reasonable length of time, to protect and increase its financial strength and safety; in the case of capital, its share of these profits should be carried to surplus; in the case of employees, their share of these profits should be distributed to them in some form of security representing an interest in the business, and each employee should be re-

quired to hold such security for a reasonable length of time, say three to five years. (5) The employees' share of these profits should be allotted to them as nearly as possible on the basis of the compensation they receive. Up to this date, he claimed, this has proved to be the best method. He also advocated that a detailed annual statement of the business be furnished to all the employees, so that they may know the amount of business done and on what basis profits were distributed.

This scheme is criticized by Mr. W. O. Lichtner, a consulting engineer, on four grounds: "(1) The employees naturally distrust the correctness of the financial statements. Any one who has any knowledge of costs and accounting knows that accounts can be juggled to show al-

most anything, and the workmen know this. (2) The plan is based on the business as a whole, which involves many variables over which the employees have no control. (3) The plan forces the employee to invest money that he earned by his extra effort, and does not consult him as to whether he would not prefer being paid individually the full return for his increase in effort. (4) The plan withholds from the employee money which he should have had from week to week. "The 'fairer remuneration' of which Mr. Perkins speaks should be a remuneration in proportion to individual effort, and it should be certain, not subject to the efforts of other men or the general functions of the management. The only practicable plan to give a fairer remuneration to the employees is to determine definite standards as to output, quality, and saving in waste of material, and then pay them fairly for reaching the standard."

The objections of employees to profit-sharing by cash distribution is summed up as follows: That market wages are not paid where such cash distributions are made; that they prefer to have a fixed wage scale upon which they can count; and that when such percentages of profits are received they are regarded as gifts, which place the workers under obligation to the employer and in a position in which they cannot ask for increases in wages or salaries to which they may be justly entitled. With regard to stock selling plans, their criticisms are: That foremen will keep down the wages of the rank and file in order that the dividends on stock owned by the foremen may be higher; that the aim of the company in selling stock is sometimes circumvented, as in the case of the Northern Pacific Company, which experienced disappointment because the stock was sold to the employees at a low price and when it rose the employees promptly sold it instead of remaining participants; and that, although stock may be sold on the instalment plan, comparatively few in the rank and file can afford to take advantage of such opportunities; then there is the question of possible loss by a company in any given year and employees who are owners of stock are likely to become interested in watching the market and to cultivate the gambling instinct.

The men that worked for England,
They have their graves at home;
And bees and birds of England,
About the cross can roam.

But they that fought for England,
Following a falling star;
Alas, alas, for England,
They have their graves afar.

And they that rule in England,
In stately conclave met;
Alas, alas, for England,
They have no graves as yet.

—G. K. Chesterton.

THE BRASS CHECK

(A Study of American Journalism, by Upton Sinclair).

THE soundness of the public press in the highly organized life of the present day should be beyond challenge. So vital a place does it occupy in the body politic that its right functioning is essential to a healthy public morale. There was a time when the press occupied a unique place in the life of a nation. Its utterances were weighty if not oracular. Journalism was an honored calling and its protagonists were men of integrity and scholarly attainments.

Has that day of press journalism gone? Has the public press lost its hold of the popular imagination and in doing so forfeited its right to the faith if not the respect of the mass of the people? It is certain that trust in our newspapers has been shaken, and particularly so during and since the late war. How much do their opinions and their news columns weigh on the reading public of to-day? Truth compels one to admit that they are not accepted in the same undoubting spirit as formerly. There has arisen a scepticism in the public mind, a disposition to accept with reserve news and opinion as currently supplied by the press. This is of comparatively recent growth, and dates from the appearance of that section of the newspapers which is known as the Yellow Press. Their coming brought a fundamental change in news valuation and treatment. No longer was important news secured and published primarily to inform accurately the public of events, but to serve some end, to sway opinion and inflame passions. We see the flower of yellow journalism in Mr. Hearst's papers and, to a lesser extent, in Lord Northcliffe's. To compete with the sensationalism of the yellow press the older and staid papers in many cases threw aside their long-cherished principles and in varying degree assumed the complexion of their younger and more popular fellows. The war came, and the newspapers in every country, with a few honorable exceptions, became propaganda instruments. With them, the great news agencies subverted their functions and became channels of colored and one-sided news.

Confidence in the press was undermined, and attacks on its honesty were frequent. Because of their sporadic nature and their confinement to limited fields of publicity they went without notice except to the critical few. But now comes the first mature challenge to the press of America. It is contained in "The Brass Check," a study of American journalism, by Upton Sinclair. It is an attack and a challenge that cannot pass unnoticed.

The evidence which Sinclair submits in his book forms a stinging indictment of the "capitalist press." Some of his charges seem unanswerable. He sticks to facts, and took twelve years to collect them. All

will remember the author's famous novel "The Jungle" which exposed the pestilential Chicago stock yards. In "The Brass Check" he tells the other side of the publication of that sensational volume. For that book he was attacked as a disgusting muckraker and a lurid liar. But it is divulged for the first time that "The New York Herald" investigated the packing houses and found matters worse than ever. But the story was never published. Sinclair tells how he has been handled by the press of America in his own personal affairs. He tells of the Helicon Hall co-operative colony and how the newspapers misrepresented the motives and actions of the colonists, of the dragging into the limelight of his own marital affairs with mawkish references to his "heart-wife," of garbled interviews and rejected manuscripts. If there is a flaw in the case it is that in this section dealing with his personal grievances he rarely allows any honest motive to be credited to the editor or reporter with whom he comes in contact. The rejection of his manuscripts he apparently believes was due to spite rather than the unsuitability of the material submitted. Anger often colors his words.

* * *

It is when he comes to the larger issues of the situation that he seems on firmer ground. His imputations of political crookedness and double dealing which were condoned, if not actually abetted, by the newspapers and news agencies call for answer. In the Colorado coal strike of 1914 he produces evidence to show that the governor of the state entirely falsified the true situation to the President, and had been supported by the newspapers after the facts had been revealed. Here he charges the Associated Press with being a channel for news for the coal operators, but a concrete wall against the strikers. He telegraphed President Wilson of the misstatement of the governor — which was that mediation in the coal strike had been provided for when it had not — and then asked the Associated Press at Denver to send his telegram to its newspapers. This was an important piece of news at the time, but the Associated Press refused to send it. Of the gross distortion of facts concerning organized labor and radicals by the Associated Press and its subscribers, the author also speaks, and prints convincing evidence in support of his charges.

The Achilles heel of the press and its news agencies, however, is undoubtedly the case of Russia. Not alone has Sinclair exposed the venality of the press in its dealings with that country. The example of Madame Breshkovsky is still fresh in the public mind. She came to the United States after the revolution. She was "interviewed" and the Associated Press sent out a story in which she was reported as having said that she would work twenty

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years longer to get the Czar back. What she said was that she would work twenty years longer to keep Russia from having another Czar. Also she was said to have declared that women were "nationalized." Actually she said that women in Russia had more freedom than ever before. These and a hundred other instances of distortion and garbling are given.

Sinclair's remedy is the creation of a "National News." This publication will carry no advertisements and no editorials. It will have one purpose, and one purpose only—"to give to the American people once every week the truth about world events." It will be conducted by a board of directors composed of twenty or thirty men and women of all creeds and causes who have proven by their life time record that they believe in fairplay. This seems rather inadequate to us. In competition with the present newspapers it would not stand an earthly chance to win. Or does Sinclair want the capitalist press first suppressed?

The author says the press will ignore "The Brass Check." Well, that may be true in part. It seems clear, however, that some answer to his indictment of the newspapers and especially the Associated Press ought to be forthcoming. Most papers simply have to depend upon the "A. P." for their news, so that to bracket them with that organization is not altogether fair. One other point is worth emphasizing. If the newspapers of the United States are steeped in corruption to the extent Sinclair says they are, it is time there came the fresh light of exposure. But however partizan and prejudiced the Canadian reader may be, he cannot justly say that the press of this Dominion is so utterly devoid of decency and common honesty as its counterpart in the republic below the parallel. Neither is it blameless.—E. W. H., in Ottawa Citizen.

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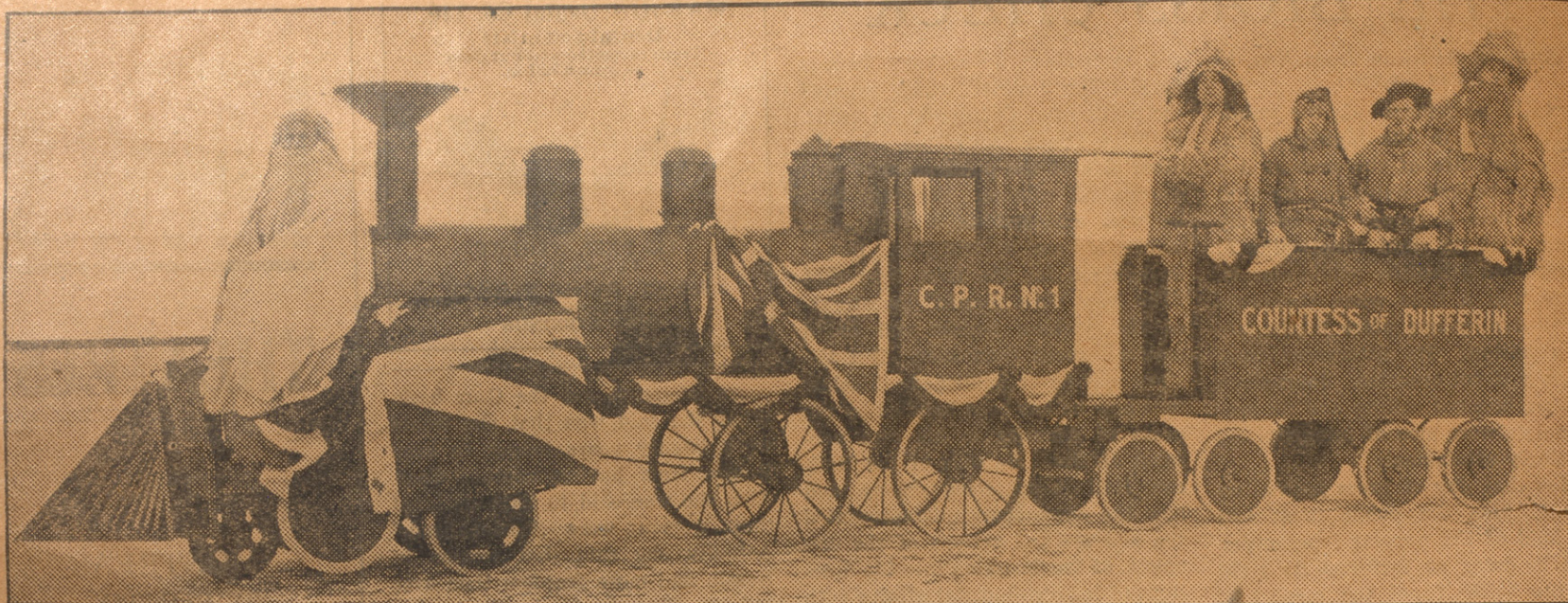
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One of the features of ushering in the New Year at Windsor Station of the C. P. R. was the arrival in the Concourse of a model of the first engine run on the road, the "Countess of Dufferin." Above is a photograph of the model which "steamed" in amongst the assembled employees at the stroke of twelve, with singers in character costume aboard.

Tom Moore in the Name of Organized Labor Asks for Advisory Tariff Board

Support for the scientific, advisory Tariff Board plan, so long struggled for by the Railroader, has been piling up at a great rate recently, especially in hearings before the Tariff Commission in different parts of the country. The presentation of the case by the Trades and Labor Council officers is the latest manifestation, which took place this week. The news of it is given herewith:—

REPRESENTING more than two hundred thousand workers, male and female, organized into two thousand local unions, Messrs. Tom Moore, president, and P. M. Draper, secretary-treasurer, of the Trades and Labor Council of Canada, on Monday presented to the Dominion Commission of Enquiry on the Tariff, a statement of facts and opinions on the relationship of labor to the tariff. The statement points out that the congress is a non-political body, and the views expressed by its representatives should not be confused with any expressed by political labor parties, "whose membership is confined to one political belief and includes many besides actual wage-workers."

The statement sets forth that the organized workers of Canada believe in the utilization of the natural resources of Canada, and their conversion from the raw state to the final manufactured one, within the boundaries of Canada.

The Congress statement, in brief, asked that industries enjoying protection should be compelled to absorb all Canadian labor first; that protection should never be so high as to create a monopoly; that the Government should have full control over capitalization and thus prevent the cutting of "melons" and watering of stocks; and that a permanent tariff board should be created to carry out these or other similar regulations.

The brief submitted to the tariff commission follows:

Recognizing the paramount importance of the subject of your inquiry to every industrial worker, this brief is presented to you by the Trades and Labor Congress of Canada, an organization created for the purpose of voicing the opinions of organized workers, male and female, of this Dominion on matters affecting their social and economic conditions.

In order that your commission may understand clearly the authority for the statements contained herein, and for whom they are made, we consider it advisable to preface them with a short synopsis of our organization.

The Trades and Labor Congress of Canada has in direct affiliation near to 200,000 workers, organized into approximately 2,000 local unions, which are located throughout the Dominion, extending from Cape Breton to British Columbia, and from the United States boundary to the extreme north.

Its policies are decided from year to year at annual conventions attended by delegates from the local unions, and its business is carried on between annual meetings by a general executive board of five members, who are all elected each year and include the president, secretary-treasurer and three vice-presidents. In addition each province has a Federation of Labor or an executive

council, and most industrial centres a Trades and Labor Council.

The general executive council are charged with the duty of making known to the Federal Government, and the public generally, decisions and policies of the Congress on matters pertaining to Federal legislation or administration of those of Dominion-wide importance and co-ordinating the work of the provincial executives and trades councils on matters of provincial or local application.

Views of Majority.

The statements now made, we believe, truly incorporate the views of the overwhelming majority of our affiliated membership and possibly, those of a very large number who are not members of our affiliated unions.

The Trades and Labor Congress of Canada is a non-political body, its membership being composed of men and women of many different political beliefs and opinions, and the views expressed should, therefore, not be confused with any expressed by the political labor parties whose membership is confined to those of one political belief, and include many besides actual wage workers.

The organized workers of Canada believe in the utilization of the natural resources of the country and their conversion from the raw state to a final manufactured one within the boundaries of Canada. This policy was incorporated in resolutions adopted at a joint meeting of the Congress executive, the Canadian Manufacturers' Association executive and others, held in November, 1918, and approved by the following convention of the Congress at Hamilton, September, 1919.

The following out of this policy has meant the instituting of many new industries, most of which have to compete in their earlier stages with well established industries in the United States and other older industrial countries.

It is not always the case that the raw materials for every phase of such development can be obtained within the country, and, therefore, other industries have been established, depending on outside sources for their raw materials, and yet of themselves necessary for the full development of other industries developing Canadian resources.

Want Stable Industries.

The creation of an industry calls for investment not only of the shareholders' money to build and equip the factory, but also from the workers themselves, who either invest in transporting their household effects and homes to a close proximity to the industry in which they are engaged, or in many cases go further and invest their all in a plot of land, or a house, in the full expectation of securing steady employment from the industry. This investment is often lost sight of, but is a very material one, the closing of an industry in many cases bringing absolute ruin to many workers by destroying investments thus made. It is, therefore, important to the workers that industries established should be as stable as possible.

Canada is placed in the centre of competition. To the south the United States, with its huge and fully developed industries, turning out products in mass and with a great home market fully protected to supply; to the east the workshop of the world, Great Britain, with a century of industrial development behind her and numberless workers whose wage standards were far below that which Canadian workers should be expected to accept, whilst to the west the Orient with its hordes of cheap laborers able to flood our market at any time, if there were no bars against them.

In view of all this, Canadian workers admit the need of protection to our industries, but they are not satisfied with its past application,

believing it has been misused oftener for the benefit of capital than used for the benefit of labor.

Our opinions in this respect may be briefly stated as follows:

(a) Industries enjoying protection should be compelled to absorb all available labor in Canada before employing or recruiting employees from other countries, and our immigration and alien labor laws be amended accordingly.

(b) The Labor Department should have power of investigation and control over the conditions of employment of the workers in a protected industry, with sufficient power to enforce and assure at least as high a standard for workers employed in protected industries as those enjoyed by any of their competitors against whom they are protected.

(c) Protection should never be so high as to create a monopoly and remove all incentive for initiative and improvement on the part of the management.

Full Government Control.

(d) The Government should have full control over the capitalization of industries under protection and thus prevent watering of stocks and cutting of melons.

(e) Employers engaged in an industry generally needing protection, but who have themselves reached a stage of development where they no longer need protection and desire to be relieved of the above regulations, should be enabled to do so by the payment of an excise duty on their products equal to the amount they would have benefited by the tariff.

These, or other similar regulations, we do not believe, can be carried out without the creation of a Tariff Board. In the past the amount of tariff has been fixed only after parliamentary debate, and, we venture to assert, more in harmony with political influence of interested parties than on the merits of the case, even if such could be judged with the information generally before the members. Once passed it has been nobody's business to supervise how it is operated and for whose benefit.

We believe that Parliament should retain the right to finally pass upon any tariff regulations, but only after the fullest and most scientific investigation by a competent board, which should be constituted, because of the vital importance to wage earners, so as to have at least one of their chosen representatives on such board.

This board should be charged with submitting necessary fundamental changes to Parliament and the supervision of tariff regulations within the confines laid down by Parliament.

The following recommendation by the executive council of the Trades and Labor Congress, submitted to the annual convention September last in Windsor, was adopted unanimously by the 425 delegates in attendance:

"During the past year there has been carried on a very active campaign by certain interests for the

adoption of a free trade policy in Canada. To the numbers of workers engaged by Canadian branches of United States industries and other industries claiming tariff protection as necessary for their existence, this question is a vital one. Your executive are of the opinion that tariff decisions should cease to be made a matter of political expediency, and that the decision for their maintenance or abolition should be reached only after exhaustive enquiry and with a view to enabling the worker in such industries to be paid a proper wage standard, without destroying the industry by unfair competition from sources outside of Canada.

Recommend Tariff Board.

"We recommend the formation of a Tariff Board, on which organized labor should have proper representation, created with full powers to deal with this subject in a similar manner to the powers exercised by the Railway Commission on railway matters."

Other resolutions affecting individual trades at both the Quebec convention in 1918 and the Hamilton convention in 1919, refer to the stricter application of customs regulation on patterns brought into Canada as models, and thus lessening the employment of pattern makers in Canada; better protection for bookbinders against United States and British firms, and amendments to the Copyright Act which would compel the printing in Canada of many publications now printed in the United States; an investigation into the pottery industry of St. Johns, Que., as to the need of higher tariff to prevent a reduction of wages to the workers in that industry.

The development of Canada and the establishment of an ever improving standard of living is the immediate concern of every citizen, and we are convinced that this would be impossible of accomplishment under a system of free trade, unless and until the whole world adopted free trade and an equal standard of living, which is at yet outside the realm of practical affairs.

Submitted on behalf of the Trades and Labor Congress of Canada.

(Sgd.) Tom Moore, President,
P. M. Draper, Secy.-Treas.

Tom Moore Testifies.

Mr. Moore was questioned by Sir Henry Drayton on various sections of the Labor Congress's memorandum. He dealt chiefly with the situation in the pottery works of St. Johns. The Canadian market, he stated, had been flooded with pottery from Britain and wages had been cut at a critical time when living costs were increasing. This had led to a strike which had not yet been settled. Had the manufacturer been able to get assurance of a tariff which would give him protection against unfair competition it would not have been necessary for him to refuse the demands of his workers.

As to the section of the memorandum relating to the Copyright Act, Mr. Moore claimed that Canadian

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authors were sending their books to the United States to be published and thus taking work away from Canadian printers. Bookbinding was being done in the United States of books which had been printed in Canada. The duty should be restrictive to prevent works of Canadian authors being printed in the United States and then coming back into Canada free. It should be high enough and a change should be made in the Copyright Act which would enforce the printing of such books in Canada.

Asked what tariff he thought would be necessary to prevent this work being sent out of the country, Mr. Moore said that this would be for the Tariff Board to figure out.

He protested also that patterns were coming into Canada free, under the clause which admitted models free, and thus pattern-makers in Canada were suffering loss of employment. There should be a distinctive statement in the act which would prevent patterns for parts of locomotives, for instance, being admitted on the free list.

In conclusion, Mr. Moore stated that the body of workers realized the need of protection for their own interests. Their views in that regard had been set forth in the memorandum. He spoke, he said, for the wage-earners, and not for any labor political party, which might be composed of workers or theorists, or both.



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The Official Organ of
The Fifth Sunday Meeting Association of Canada

ORGANIZED SEPTEMBER 1916

Incorporated under Dominion Letters Patent.
April, 1919.

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GEORGE PIERCE, Editor

KENNEDY CRONE, Managing Editor

Conserve the Railroads

MR. SYMINGTON, counsel for the Manitoba Government, speaking to the members of the Board of Railway Commissioners at Ottawa with the intent of causing suspension of the railway rate increase, declared that in his opinion there was not a railway operator in the world who could run the Canadian National Systems so it would pay.

"What the Canadian National System needs," he said, "is not the medicine of increased rates. It needs to have the dead as lopped off."

It is quite evident in reading the testimony placed before the Board, that Mr. Symington was essentially interested in building up a case to kill the railroad rate increase rather than to shock the community by asserting that the great adventure of nationalizing the railroads was foredoomed to failure.

If history repeats itself, and it has a remarkable way of doing so, the Canadian people will need to steel themselves to receive exactly the same shocks which the American people have sustained with such fortitude, as the result of their experimentation in Government-owned railroads. There are just two methods which can be guaranteed to wreck the finest railroad property on earth in jig time. The one is to nationalize the railway and the other is to fix inadequate railroad rates. Given either of these two conditions and a modern railroad property withers up and rusts itself into failure; when the two conditions apply, nationalization and inadequate rates, we open a main line directly into a bankruptcy court. It is quite true that men with means, people of great wealth, suffer, but the chief loser is the population which the railroad serves. We Canadians are in for very bitter experiences as the result of our wild career in railroading. Let us not add to the disaster by wrecking what remains of our railroads through fixing rates which make it impossible to our public carriers to properly serve the public.

Because of our vast expanses, our enormous, untouched natural resources, because of the unique problems engendered by the sparse population scattered over tremendous areas, because of our climatic conditions, because of the very youth of our country, we should all realize clearly that it is of the utmost importance that we should exercise the greatest care in building up the most efficient railroad organizations which the brain and the brawn of man can devise and foster. Our railways are the life of the Dominion, the very soul of business, the arteries of all of our commerce. Whether the children in the cradle will prosper and grow fat and strong, pink and healthy, will depend upon the efficiency with which the freight cars roll over the rails.

We must free our railroads from political interference, from wire-pulling, from local influences, from little nasty squabbles and personal grievances. The nation should take a pride in the existence and the development of the roads. It is the turbulent political conditions more than any other factor, unless it is railway rate agitation, which has condemned the railways to a policy of retrenchment, causing widespread unemployment. We should all do our share and lend our influence to the right sort of legislation, discouraging the political buccaneers who frill and fray with each onslaught. Our people are fed, clothed and sheltered and educated by inter-travel. For the health, the prosperity, the peace and the learning of our Dominion, not a single agency can contribute more than the Canadian railways.

—George Pierce.

Unemployment Measures

PROCEEDINGS of the meeting of the Montreal Citizen's Unemployment Committee held in the City Hall on December 29, have been fully reported in the daily papers and there is no need to repeat them at length here. The Committee is mainly made up of representatives from the civic administration, the provincial Department of Labor, the commercial interests, veterans' organizations and charitable and philanthropic agencies. Mr. J. T. Foster (President, Trades and Labor Council), Mr. Gustave Francq and Mr. J. A. Woodward were asked to come to the meeting as representatives of international trade unionism. Mr. Tremblay was invited to be present as Secretary of the Catholic National Union, and Mr. St. Martin, Secretary of the One Big Union, also appeared, though probably not by design of the Committee.

Briefly, the Committee decided on a plan of registration of those seeking work or relief, registration to be made at the police stations and headquarters of various welfare organizations, the registration to be reported daily at the City Hall, where means were to be taken, as well as might be, for linking up the workless with work and the more distressed persons with charitable sources.

It could fairly be said that plans were as well laid as they could be in a peaceful emergency. In the circumstances it was hopeful to see such a widely-representative gathering met on such a mission in a voluntary way, and it was a sign of changing times. It came a step nearer to the aims of Labor; best efforts to be concentrated on the finding of work, and typified, perhaps, a phase of the evolutionary period between the older period of charity doles as a cure for the distress of unemployment and the period which will make for a reconstruction to prevent such distress. When unemployment is generally regarded as being a serious disease of the social system, and largely a preventable one, to which preventive measures should be applied, which is the view of Labor, emergency committees will be at the end of their day.

But that is evidently some time off, though on its way. In an emergency the best has to be made of what is feasible at the moment, of things as they are, of the actual physical environment and states of mind, without relation to what these might be, or should be, or ought not to be. The very impatient person wants the preventive measures, and more on which there may be greater antagonism of opinion, right in the middle of the emergency. He offers nothing constructive for the emergency itself; indeed, he sometimes uses the emergency as a vehicle for endeavoring to produce a still greater emergency. His type was represented at the meeting by Mr. St. Martin of the O. B. U., a declared advocate of "smashing the system right now." When Mr. Woodward made passing reference to the fact that international trade unionism was the bulwark that prevented the destruction of the present form of society, and stood for evolutionary progress, Mr. St. Martin agreed. "That's right, comrade," he interjected; "you hit it on the head!" International trade unionism, so very radical to some minds, seemed to the real extremist a conservative movement standing in the way of his plans. Incidentally, as some of those who regard the ordinary labor movement as a menace were present at the meeting, it is to be hoped that the lesson was not lost on them.

A thought that must have occurred to serious students of unemployment problems who were at the meeting was that such an assembly, once its emergency task was over, might well be kept together to study the disease and help to develop a preventive medicine. Great lights soon shine over its mysterious sores when it is given more than emergency attention, and these are not necessarily the lights that Labor alone sees, but would appear to all thinking persons whose thoughts were turned to them in a really inquisitive way.

—Kennedy Crone.

Same Old Performance

ON the first of February the citizens of Montreal will repeat, as sheepishly as usual, the first act in the annual performance of Musical Chairs as written into the house-renting statutes and traditions of the Province; for on that day they will notify their landlords if they do not propose to renew the leases, and on that day they will start out to scramble together for a new place to sit down in with the household gods.

On the first of May the second act will be played; then the contents of about 30,000 homes will be suddenly exchanged with the contents of about 30,000 other homes. There will be slip-ups here and there, and when the dust has settled a bit it will be found that some families are left without a home, which is, of course, an appropriate finish to a frantic game of Musical Chairs.

Within the past fortnight public gentlemen have been declaiming on the features of the Province, but they left out, the Musical Chairs, which might well have been included as a feature not to be found in any other part of the globe.

In this enlightened Province all the renting laws and usages are on the side of the proprietor, and the proprietor clings to them with great affection. He would think the bottom had fallen clean out of his world if anything like the new British Increase of Rent and Mortgage Interest Restrictions Act were introduced here for the benefit of the people. He would call it class legislation, as no doubt it would be legislation for a class of perhaps ninety per cent. of the population as against the present class legislation in favor of the ten per cent.

The new act, which became law on July 2 of 1920, repeals previous acts, but renews, with some modifications, their provisions with regard to working class houses, says the December number of the Canadian Labor Gazette. The Gazette continues:

"It will continue in force until June 24, 1923. Increases in rent permitted by the Act are based on the standard rent which is the rent of houses on August 3, 1914. If the rent of a house is higher than the Act allows, the amount of the excess shall be irrecoverable by the landlord in spite of any agreement to the contrary. Increases in rent are permitted as follows:—

"(a) An addition of rent equal to 6 per cent. per annum of the amount spent on improvements or structural alterations.

"(b) An amount equal to any increase in rates since August 3, 1914.

"(c) An increase of 5 per cent. calculated on the net rent, which is the standard rent, less the rates when they are included in it, or in other cases the standard rent. One year after the passing of the act rents may be increased by 10 per cent. calculated in the same way.

"(d) When the landlord is responsible for the whole of the repairs he may increase the rent by 25 per cent. calculated on the 'net rent.' No increase in rent is authorized, except in respect of a period during which the landlord would be entitled to obtain possession, if it were not for the 'security of tenure' provisions of the act, and he must serve a valid notice in writing of his intentions to increase the rent.

"No order or judgment for the recovery of possession by the landlord shall be made or given, unless under the following conditions:—(a) If the tenant is in arrears in rent, or (b) if the tenant is guilty of conduct which is a nuisance or annoyance to adjoining occupiers or has allowed the house to deteriorate owing to acts of waste on his part, or (c) if the tenant has given notice to quit and the landlord has taken steps to sell or let the house so that he would be seriously prejudiced if he could not obtain possession, or (d) the landlord may obtain possession if he requires the house for his own residence or for some one in his whole-time employment and if the Court is satisfied that alternative accommodation reasonably equivalent is available for the tenant. When a house is desired for the occupation of an 'ex-service man,' who used to occupy the house and gave up occupation in consequence of his service, the landlord need not show the existence of alternative accommodation. If an ex-service man became the landlord after service, he may obtain possession if he requires the house for his own occupation and offers the tenant sufficient accommodation on reasonable terms in the same house."

Oh, Montreal!

—Kennedy Crone.

Mr. Grace, whose brutal use of power to crush unionism was described in last week's Railroader, is President of the Bethlehem Steel Co. It's an odd combination of names and deeds.

THE CANADIAN RAILROADER is a carrier and interpreter of the news and views of the common people.

A Bishop in a Labor Party would seem an impossible combination to many persons on this continent. In Britain, however, it has excited no special surprise that Canon Temple, a member of the Labor Party and President of the Workers' Educational Association, has been elevated to a Bishopric and announces his intention of keeping his old ties.

SIDE-LINES

By KENNEDY CRONE

FOR the first time in about a quarter of a century I have not read a newspaper or other periodical for three whole days together. Verily, even getting under the weather hath its compensations! Sometimes I have wished that I had a chance to hide myself for a week, not only from the printed word but from everything else that is familiar. Do you ever get that crazy notion up your spine? Happening to mention it in company one night, I found that ten out of eleven persons had it more or less acutely, most of them getting it as periodically as a dose of cold. Some did not put the term of change at a modest week, and the irrepressible one put it at fifty years or so. Only two were able to gratify the notion, one by an annual hike through the back of beyond in northern Quebec, and the other by going out as a deep-sea fisherman from a Nova Scotia fishing village.

Personally, I think I lean most to the fishing idea, in a cockleshell of a boat on the waste of waters, though the silent mountains call insistently, too. Now, if there was a place where the mountains skirted the sea and the thrill of the cockleshell could be alternated with the thrill of cliff and crevice! In the long ago I have been with the fishing luggers in the half-moonlight in the Atlantic, when there was a good swell on and the wind whined in the sheets. That takes a lot of beating as a tonic for a city man. I also kent the mountains, but it isn't wise to write about them, or ex-mountaineers in red-brick flats in concrete streets will be writing me laments on the hills they knew and loved. If you should wish to sell anything to a hard-bitten calculating mountaineer, and find your courses in intensive salesmanship do not budge the prospect, and you begin to think that nothing but dynamite will have any effect, talk nicely of his mountains and you can sell him a gold brick.

Few of the common people have time and opportunity to lose themselves amongst the fishermen or in the paths of the deer. Most of the uncommon people who have time and opportunity want hotels and sanitariums, evening dress promenades, French chefs and Italian orchestras, mixed up with their oceans and their hills, a most unsatisfactory mixture to my mind, and I don't wonder it bores them.

To me it is something to get away from the newspapers for three days,

and not to shave, or wear a collar, or ride in a street car that has the sardine packers looking like novices in the matter of conservation of space.

Morning Sounds.

USUALLY I awaken to the sound of the milk waggons and dump carts, of empty milk bottles being lifted from doorsteps and full ones being laid down, of drivers nagging their horses. There is nothing inspiring about these morning noises, and when they arrive, as they sometimes do, with the smell of some neighbor's burnt porridge or of the breakfast fire some neighbor has lit, seemingly, with a pair of old rubbers, they are—well, I have grave doubts if the fellows who got up in the mornings to write odes to the lark ever lived up my way.

On a recent morning I slowly awoke to consciousness with a feeling that something had surely happened to the world or to me, for instead of the usual sounds there came the nearby surge of beautiful music beautifully played. It was the "Dead March in Saul." Although I had heard it a number of times at funerals, it was grander and weirder because of the circumstances. Looking out, I saw scores of other sleepy heads looking out, too. Across the snow a funeral passed, that of a local maker of musical instruments. At its head paced the silver band he had had much to do with in life. In this city of second-rate bands, I am told it is a charm to hear it at any time; I know that to hear it playing the Dead March, not merely in a nice professional way, but with a wealth of thought of an old comrade behind every note, and to hear it first thing in the morning in place of the ordinary sounds was an experience always to be remembered in a softened, thoughtful way.

As a result of the examination in the Health Clinic of the Patriotic Fund of 1,000 children of ex-service men, only two children were found to be entirely free from defects.

Lyall Construction Company has been awarded at the figure of \$4,200,000 the contract to build the new Government drydock at Esquimalt.

Dominion Steel Corporation has informed the Mayor of Sydney that it does not and will not recognize the existence of a strike amongst its railway employees.

Mrs. Jessis Kirk, a labor candidate, is the first woman to be elected a member of Winnipeg City Council.

Junior Employment in Canada with a Summary of Junior Placement Work in Other Countries

(From the Labor Gazette).

LAST January there was formed a junior employment division of the Employment Service Branch of the Department of Labor, under Mr. J. M. Wyatt, formerly Chief Probation Officer of the Toronto Juvenile Court. The aims of this division are: (1) To refer back to school every boy or girl not yet ready for employment; (2) To know the prospective worker through his physical, mental and social records in order to become acquainted with his special ability, adaptability, inclination and ambition; to know the opportunities afforded by industry, the requirements and character of each position offered, and by means of this knowledge of the worker and of the position offered, to refer intelligently the worker to the job; (3) To assist the young worker by means of "follow-up" work so that by taking advantage of the educational resources and the facilities for suitable recreation, he may develop greater efficiency in his work; and to continue with further care until he becomes able to mark out for himself his own progress in the field of industry.

The method proposed for carrying on this work is, first to make a complete survey of the industrial life of the community with a view of ascertaining the number of positions available for young workers and the character of the opportunities. It is equally important to have as full information as possible about each prospective young worker. By means of a visit to the child's home and personal contact with his parents, the placement officer is enabled to ascertain whether it is really necessary for the child to go to work and, if not, to endeavor to have the child return to school for further education. By this means the officer may also ascertain something of his personal inclinations and abilities. Through co-operation with the school superintendent, the principals and the teachers, the applicant's school record may be secured. The medical history sheet will afford valuable information for placement purposes. The Club Leader in the neighborhood house, the Boy Scout Leader, the Librarian, all have valuable placement information.

Careful follow-up work is essential. The young worker is easily discouraged and because of his immaturity may prove to be unstable. He may need to be encouraged to stick to the job or guided into the proper technical class for training in subjects which will enable him to master the difficulty and become more efficient in his work. A mistake may have been made in placement, or family necessity may occasion a temporary change in order to secure a larger wage. These con-

tingencies can be dealt with only by good follow-up action.

It is advised that each community having a junior placement office should have a junior advisory council. The council might consist of representatives of the School Board, Inspectors, the Principals' and Teachers' Association, Primary, Secondary, Technical and Commercial Schools, Home and School Association, School Attendance Officer, Manufacturers' Association, Builders' Exchange, Employment Managers' Association, Trades and Labor Council, Factory Inspection Department, Department of Public Health, Psychiatric Clinic, After Care Committee, Big Brother and Big Sister Associations, Child Welfare Association, Boy Scouts, Girl Guides, Young Men's Christian Association and Young Women's Christian Association. The juvenile counsellors or placement officers should also be members of the Advisory Council, and the Local Advisory committee of the adult branch of the service might also be linked up with it. An analysis of the suggested council will show that the aim is to conduct the business of juvenile placement in harmony with the laws relating to child labor and compulsory education. The school attendance officer might act as a clearance officer between the school and the placement office, notifying the latter in advance as to the dates when certain children will be leaving school to go to work. After the organization has passed through its initial stages it is hoped that a clinic of the Department of Public Health may be established in connection with each junior placement office, where every child before being placed may have a thorough examination so that any physical defect may be known, and children will not then be referred to positions for which their physical condition makes them unsuitable. Mental tests to discover the general intelligence of a child and tests to show mental aptitude for particular trades will reduce the chances of mistakes in placement.

Last May, a committee on Junior Employment was formed at Winnipeg along the lines of the Junior Advisory Council to which reference is made above. At the request of the committee, a survey on employment of junior workers in Winnipeg was made by Mr. J. M. Wyatt, juvenile employment specialist of the Employment Service of Canada. Definite information was received from over 1,400 manufacturing plants, business houses and wholesale and retail stores in regard to the processes within various industries and the necessary qualifications of young workers for particular duties. It was felt that the survey showed that a large number of employers

were very sympathetic to the contemplated plans on behalf of the young workers; that young workers not only needed help in the early stages of their industrial career, but also that they wished to be helped; that a large number of boys and girls through lack of a clearing house of information in regard to junior employment were unable to secure the opportunity they wished, and consequently they were taking up some line of work entirely out of relation to the work at which they would like to be engaged, or for which they were best fitted; and that positions were going vacant because boys and girls of the right type were not in touch with the opportunity.

In Great Britain.

While various towns in England and Scotland have for years carried on some form of junior advisory and placement work, the present system is based on the Labor Exchange Act of 1909, since called the Employment Exchanges Act, and the Education (Choice of Employment) Act of 1910. The Employment Exchanges Act provides that juvenile applicants for employment shall register on prescribed forms, and that special advisory committees for juvenile employment shall be established in such areas as the Ministry of Labor may think expedient. These committees are to give advice with regard to the management of any labor exchange in their district in relation to juvenile applicants for employment. Labor exchange officers designated by the Ministry of Labor and School Inspectors designated by the Board of Education may be present at meetings of advisory committees but shall not be members thereof. Advisory committees may take steps either by themselves or in co-operation with any other bodies or persons to give information, advice or assistance to boys and girls and their parents with respect to the choice of employment, but the Ministry of Labor and the officer in charge of a labor exchange shall undertake no responsibility with regard to any advice or assistance so given.

If any local Education Authority which has statutory powers to give advice, information or assistance to boys and girls with respect to the choice of employment, submits a scheme for the exercise of those powers, which is approved by the Board of Education after consulting with the Ministry of Labor, the following modification of the preceding rules shall apply:—The officer in charge of any labor exchange shall not register juvenile applicants except in accordance with the scheme. The Advisory Committee shall not take any steps along these lines except in accordance with the scheme. In lieu of any special advisory committee established under these rules, the Board of Trade may recognize one constituted under the scheme, provided that such committee includes an adequate number of members with experience or knowledge of educational and industrial conditions. The Ministry of Labor may,



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if circumstances require, either dissolve any special advisory committee or modify its area and constitution. These rules apply to England and Wales. The rules for Ireland are similar with the omission of the one referring to schemes of local education authorities. The Education (Scotland) Act, 1908, gave school boards power to maintain, or combine with other bodies to maintain, any agency for collecting and distributing information as to the employment open to children upon leaving school.

Co-operation was secured between the two boards by the Board of Trade refraining from setting up juvenile advisory committees where local educational authorities wished to form them, allowing the latter to take the initiative. When the educational authorities do not wish to do so, the Ministry of Labor sets up a committee and arranges for not less than six members to be appointed by the local educational authority.

The national system of employment exchanges in Great Britain comprises about 400 main employment exchanges and about 1,200 branch offices. All the main exchanges and some of the local offices deal with juvenile employment. The functions associated with juvenile committees have always been re-

garded by the authorities in Great Britain as the principal features of the juvenile work. In the spring of 1919, there were about 250 of these committees, and hardly any important industrial area was left uncovered. In addition to placing the juveniles in suitable occupations most of the committees have successfully built up a system of exercising supervision over such of them as needed help until their eighteenth year. This is carried on through co-operation with existing agencies such as care committees, clubs, scout troops, guilds, etc., and with independent voluntary workers. This system of after-care supervision is regarded as an essential feature of juvenile placement work. The visitor should bring the parents into touch with the work of the advisory committee. He should if possible persuade the child to consult him if difficulties arise or if the work is uncongenial. He should encourage the child to attend continuation or technical classes, and where it is desirable to do so advise the child to join a boys' or girls' club, brigade, scout company or similar organization. If a child is in a blind alley type of work, or is out of work, the visitor should inform the secretary of the advisory committee.

Placement in Germany.

There is no nationally organized junior placement work in Germany, but many labor bureaus, particularly the municipal bureaus, have special divisions for this purpose. In Munich a system was established in 1902 based on the co-operation of the Municipal Employment Office with the educational authorities and the trade organizations. A questionnaire sent out by the employment office is filled in by every child who is leaving school at the end of the term. The teachers supply all the information possible about these pupils while the employment office collects information about industrial opportunities, etc. Application forms are filled in by children wishing to obtain work through the employment office. The example of Munich was followed by other Bavarian municipalities. In Strasburg, under the German regime, Junior replacement was established in 1905 with the support of labor and the Chamber of Commerce. The municipal health officer co-operates in this work, and various conferences are held in connection with it. Twice a year, the Mayor of Strasburg calls a conference of teachers at which a representative of the employment office and the school inspectors are present. At this meeting the employment office representative reports which occupations are over-supplied with labor and which offer the best opportunities for advancement. Later the boys and girls leaving school are summoned with their parents for an evening conference at which the purposes of the system are explained. The employment office then sends out cards which are filled in partly by the pupils themselves and partly by the teachers. Finally the Municipal Health Officer examines

these pupils and enters on their cards notes as to their suitability for various types of occupations. The plan of holding parents' conferences has been adopted by a number of other German towns.

In the United States.

Within recent years very active interest has been shown in the United States in the after-school careers of boys and girls, and junior placement work has been conducted by philanthropic agencies, educational agencies, business organizations, public employment offices and the employment service of the Federal government. In June, 1914, about 50 cities reported the organization of vocational guidance in connection with their public schools. An inquiry conducted in 1918 as to the extent of placement work in connection with high schools showed that 932 out of 10,400 to which inquiries were sent and out of 5,628 which reported, conducted some system of placing their pupils in occupations. No statistics are available indicating the total volume of placement by school bureaus.

Legislation providing for junior placement by Public Employment Offices has been enacted in the states of Indiana, New York and Pennsylvania. The work is most advanced in New York where the law relating to public employment offices was amended in 1917, by requiring the industrial commission to organize a separate juvenile placement department in each branch office of cities of the first and second class. In Greater New York the territory is divided into districts for the purpose of this work. All the jobs in any district which cannot be filled are pooled in a clearing house and distributed among the districts where they are needed. The work of the juvenile departments consists in investigation of workplaces, interview with and registration of applicant, testing of applicants for clerical positions, and placing them in their jobs.

On December 6, 1918, the junior division of the United States Employment Service was created for the purpose of caring for wage-earning boys and girls under 21 years of age. Upon request from local authorities the national office furnishes experts to co-operate in studying local needs and to make definite suggestions for meeting them. If local organization be decided upon and financial assistance be sought from the Federal government, the final plans for organization, administration and development must receive the approval of the national office, which will share equally in the responsibility of seeing that the standards instituted are maintained and developed. If the entire expense is assumed locally the work of the national office will be confined to giving assistance and advice upon request. In future much of the work of the national office will consist in the collection and dissemination of occupational information in such a way that analysis of the sources of labor supply and demand, infor-

mation as to job specification, statistical records, etc., may be uniform.

The first Federal junior placement department was established in Providence, R.I., in March, 1919. At the present time junior departments are in operation or in process of organization in twenty-one cities.

Recommendation by Labor Executive on Unemployment

THE viewpoint of the executive of the Dominion Trades and Labor Congress on the unemployment situation, which has been formulated since the meeting of the Employment Service Council for Canada last week, is set forth in a report sent out to labor organizations throughout the country on January 3.

Regret is expressed in the report that it has been necessary for the Government to define conditions under which temporary relief may be granted. "There is nothing more repellant to workers," says the report, "than the acceptance of charity, but we cannot ignore the fact that emergency cases must be met, and no one should be allowed to want for food and shelter." While asking the labor organizations to co-operate in the carrying out of emergency measures, the report impresses upon those concerned the paramount importance of eliminating the present condition of unemployment by the provision of work.

Reference is made to the official announcement that the volume of unemployment is no greater than in 1914 and preceding years, but it is observed that this is only an estimate and that whether the volume of unemployment is greater or not, it is certain that the distress caused by unemployment is much more serious than in other times, and this is attributable to the fact that the wages generally paid have a less purchasing power than in pre-war years, with the result that distress occurs in an ever-increasing number of cases immediately employment ceases.

The labor executive urges upon labor organizations:

- (1) That they should impress upon all employers the absolute necessity of retaining as many workers as possible in their employ by a reduction of hours, and make public the actions of employers who use this period of depression to lengthen the hours of work and decrease the wages accordingly.
- (2) Co-operation with other associations and societies to bring pressure to bear locally for the immediate commencement of sewers, public buildings and other works.
- (3) The passage of resolutions urging upon the provincial governments to undertake road work, the clearing of bush land, the construction of public buildings, etc.
- (4) Similar action in regard to the Dominion Government, all such re-

FORETHOUGHT.

Some one noticed that Pat was ambidextrous.

"When I was a boy," he explained, "me father always said to me: 'Pat, learn to cut your finger-nails wid yer left hand, for some day ye might lose yer right hand.'" — Boston Transcript.

solutions to emphasize the fact that such relief work should recognize the prevailing rates of wages and should not be classed as charity.

Those Out of Work.

The executive also gives some advice to the individual out of work by telling him to register without delay at the nearest employment bureau. The unemployed are also advised not to leave their own town for employment in another district unless satisfied that employment really awaits them, the acceptance of which will not displace other workers. They are also told to press for the immediate formation of advisory councils to the unemployment bureaus, both for the district and province.

Dealing with the question of measures for the prevention of future unemployment, the executive states that it will prepare recommendations to submit to the Dominion Government and other authorities, believing that the solution can be best reached through conference and discussion.

As the basis for future action, a number of suggestions are made, including the creation of a state employment insurance fund by assessments on industries, the funds to be administered under the authority of the Dominion Government. Payments from this fund, it is suggested, should be made to those unemployed and those under-employed. "By placing the cost of unemployment largely upon industry," says the report, "it is our opinion that greater efforts will be then undertaken than are now made by those controlling industry to obviate unemployment. Provincial and Dominion governments should contribute towards the fund, at least the cost of its administration."

Other suggestions for future action include:

- (1) The completion of the machinery of Dominion, Provincial and local employment councils on employment and unemployment.
- (2) The collection of statistics as to projected work and needed supplies by all public authorities in order that this might be carried out on the advice of these councils when private enterprise fails to provide work.
- (3) Alterations to the immigration and alien labor laws so as to prevent the flooding of Canada by workers induced to come here, often under misrepresentation.

Revoke Charter of Brotherhood of Railwaymen

Official notification has been sent out from the general offices of the Trades and Labor Congress of Canada to its chartered Trades and Labor Councils all over the Dominion that the charter of the Canadian Brotherhood of Railroad Employees has been revoked by the executive. The notification further states that the only organization now recognized by the congress with membership of the class of the C. B. R. E. is the international brotherhood of railway and steamship clerks, freight handlers, express and station employees.

The reason given for revoking the charter is that under section two of article one of the constitution of the trades and labor congress of Canada the Canadian organization is no longer entitled to membership.

In a lengthy letter to the officers and delegates of the chartered trades and labor councils, Mr. Tom Moore, president of the Congress, gives an explanation of the situation with a history of the efforts of both the Trades and Labor Congress and the American Federation of Labor, under President Samuel Gompers, to effect an amalgamation of the Canadian and international organization whose activities have been conflicting in Canada.

More than 12,000 members of the Canadian brotherhood are affected by the decision and are advised by President Tom Moore to seek membership in the international organization.

Officials of the grand division of the C. B. R. E. whose headquarters are in Ottawa, stated to-day that they refused to recognize the right of the Trades and Labor Congress executive to revoke their charter, claiming that only a general meeting has the authority to take such action. Most of the members of the organization are employees of the Canadian National Railways.

The letter from the president of the Congress states that the charter granted to the C. B. R. E. on December 17, 1917, was on the distinct understanding that they would not seek membership from those eligible, for membership in any International Union affiliated to the Trades and Labor Congress or the American Federation of Labor, and further, that such membership of this nature that they possessed would be transferred to an international organization. With the extension of the jurisdiction of the international organizations the C. B. R. E. found it increasingly difficult to comply with these terms without weakening its membership. Steps were taken to effect an amalgamation of the two brotherhoods.

A meeting was held in Washington in December, 1918, when Mr. Moore, Mr. Gompers and representatives of the two brotherhoods conferred. Later an agreement was signed by the Canadian and international unions but the latter refused to recognize it. At the conventions of the Trades and Labor Congress

in 1919 and 1920, determined efforts were made to have the charter of the C. B. R. E. revoked, but the executive each time asked that the matter be laid over and try to effort a settlement.

The Church in Industry

(Citizen, Ottawa).

ANOTED American financial authority, Mr. Roger Babson, recently asserted in addresses in Toronto and Montreal that a solution for the industrial and financial ills of the day was to be found in religion, a statement that was applauded, but little understood by those who heard him. But the thought implanted by this authority, who made no pretence of "preaching," has developed to a remarkable extent in the United States, when the nature of the movement and its field are concerned. Democratization of industry was a term never heard of until recently, and Christianizing of industry is a term that sounds strange to many ears. The chances are, however, that it will soon be more familiar, for the movement is growing.

The primary principle of the movement is that industry, like everything else, must eventually be known by its ideals. If the ideals of industry are materialistic, industry will measure man in terms of dirt. If ideals of industry are commercial, then industry will measure man in terms of money. On the other hand, if industry is controlled by the religious conceptions of man, it will measure men in terms of manhood. Then there will be a place for brotherhood in industry and human beings will be recognized as the greatest asset in industry. The church is the organization through which religion functions and the advocates of Christianizing industry assert that the duties of the church in respect to industry are fourfold. First, the church must establish its right to a place in industry. This right comes from the fact that religion creates faith, the main principle on which business rests. Ninety-eight per cent. of the world's business is done on credit. Without faith there can be no credit, and when credit disappears panic replaces business stability. Thus the methods employed by industry are of secondary consideration to the underlying principles and motives of industry. Although the church is not capable of deciding what hours, wages and conditions should be, it must help determine the principles on which wages, hours and conditions should be based. In the second place, the church must define religion, not in terms of private profit, but in terms of public service. It must also stand for a more equitable distribution of the profits of industry, so that every factor in the making of a product shall receive its fair share. Finally, the church must teach the sacred significance of wealth—that wealth is life and industry.

Industry must be filled with the spirit of Christianity and religion if we are to secure co-operation, which is so essential to industry and which comes only through good will. Only the spirit of religion will solve the great problems of industry, and also the problem of attaining greater wisdom in the use of wealth. The great need of the hour is to put religious ideals into industry and the solution of most of our industrial ills will depend on the extent to which this is possible by the action of the church, employers and workers.

Unemployment From Veterans Viewpoint

(The Khaki Call, official organ of the Army and Navy Veterans' in Canada).

"Gentlemen, make them able to live and subsist that were willing to shed their blood for you. I say no more."

These words were spoken by Oliver Cromwell during an address to the Commissioners at Cambridge on August 8th, 1643. Nearly three hundred years have gone by since the great Protector uttered these words (yet they might well be applied to present day conditions. While the Wars of the Roses were insignificant compared to the stupendous conflict that so recently engulfed the world, the appeal issued by Oliver Cromwell is the same appeal that Douglas Haigh has issued on more than one occasion during the past two years. The ranks of the unemployed are being swelled so consistently and increasingly that the present serious state of affairs cannot but be viewed with grave concern by the Government, whose duty it undoubtedly is to provide work for the men who "shed their blood for us." The question is, what are the best means of alleviating the distress existent to-day in the families of ex-service men?

The Khaki Call realizes that it is not only ex-service men who need assistance, for there are a large number of civilians and women in the ranks of the unemployed. It is, however, the men who fought and suffered in the war who should have the first consideration, for most of them lost the best years of their lives in the service of their country, while civilians were drawing large wages working on munitions and other lucrative employment. In the opinion of this journal one way to tide over the present period of distress would be for the Government to grant Unemployment Insurance to men and women who are willing to work and cannot find employment, and similar insurance to ex-service men who are in the same unfortunate position. It is clearly the duty of the Federal Government to come to the rescue in the present emergency and not to leave the matter in the hands of the provincial and civic authorities.

The least that the Government can offer the ex-service man is work. He does not want, nor does he ask

for, charity, but he does ask that the means be given him of maintaining himself and his family. If, however, the Government is unable to offer him work, he must receive something in the way of a substitute whereby to keep the wolf from the door. Unemployment insurance would seem to be the best alternative that can be offered to him.

One thing is certain. The soldiers cannot be left to starve (as is the case in many ex-service men's families to-day) in the streets of our cities, or to beg from people to save themselves from starvation. The men who made their fortunes when the soldiers were away fighting lack nothing of the comforts of life to-day, but many of them seem to be content to see the men, who fought that they might keep their wealth, walking the streets of our cities not knowing where the next meal is coming from. There is no time to be lost. The ranks of the unemployed are growing daily, and as they increase so will poverty, distress and the spirit of unrest grow greater. With all earnestness and sincerity this journal urges the Government to act without delay in solving one of the most serious problems that it has ever had to deal with.

WOULDN'T STAY "PUT."

"Yeah, we finally decided t' send Si Plunket t' congress, we did."

"Si Plunket! You sent him to congress?"

"Yeah, we had to. Daggun it, every time we sent him any place else he either bruk out or got a habeas corpus." — Richmond Times-Dispatch.

THE CHIEF NEED.

Bridget, the maid, appeared at the door with a somewhat rueful expression.

"What do we need for dinner, Bridget?" asked the lady of the house.

"A new set of dishes, mum," was the prompt response. "I've just tripped over the edge of the rug in the hall."

There is an idea abroad among moral people that they should make their neighbors good.

One person I have to make good: myself. But my duty to my neighbor is much more nearly expressed by saying that I have to make him happy—if I may.—Robert L. Stevenson.

MORE THAN HE EXPECTED.

A clergyman lost his umbrella in church. As it was not returned during the week, he addressed the congregation next Sunday and told them of his loss.

"I do not expect the thief to reveal himself here," he said, "but at least he might have the decency to repent and throw the umbrella over my garden wall."

His words proved effective. That afternoon fifty umbrellas came over!

Pennsylvania Railroad Adopts Plan Modelled on Canadian Board of Adjustment

THE management of the Pennsylvania Railroad System has just concluded, with the representatives of its engine and train service employees, a mutual working agreement regarding the settlement of future labor differences, which, if lived up to in spirit by both sides, should eliminate any question of strike on this railroad, as far as train operation is concerned. The agreement mainly follows the lines of the Railway Board of Adjustment No. 1 which has had such marked success in Canada.

This is the outcome of the series of meetings between representatives of the management and of the engine and train service employees, which began in Philadelphia on Dec. 20. The concluding meeting was held at Pittsburgh, on Dec. 29, at which final details were worked out. Both sides are now ready immediately to apply the new principles of relationship between management and men, which were mutually agreed upon to become effective January 1, 1921.

The classes of employees who, through their accredited representatives, have joined with the management in this matter are the engine-men, conductors, firemen, hostlers, trainmen and switch-tenders, constituting the most numerous groups of employees directly engaged in the movement of freight and passenger traffic.

As a medium to carry out the purposes of peaceful settlement, upon which the railroad is now in such complete accord with these classes of employees, there has been established the "Joint Reviewing Committee of the Pennsylvania Railroad System" for the settlement of all controversial questions affecting the engine and train service men. Through this committee, the employees involved will, for the first time in the history of the railroad, have equal voice and vote with the management, as the committee will constitute a Court of Review involving grievances, rules and working conditions, including discipline.

The Joint Reviewing Committee will be composed, on behalf of the management, of two representatives from each of the four regions of the system, and, on behalf of the employees, of the general chairmen of the men in the engine and train services. The votes of all members, whether representatives of the management or of the employees, will be of equal power and not less than a two-thirds vote will be necessary to reach a decision upon any question presented.

In all matters, except individual discipline cases, the full committee will vote, and its decisions will constitute precedents, which will be binding equally with respect to similar existing or future cases, upon

the management and the employees in all four regions of the system uniformly.

Discipline cases will be handled somewhat differently, as they involve a personal element which must be accorded recognition. It has, therefore, been decided that when such a case comes before the Joint Reviewing Committee, the two representatives of the management in the region in which the case arises, together with the representatives of the employee involved, shall not sit as members of the committee, during consideration of that particular case, but shall act as counsel for the presentation of their respective claims. The remaining members will hear the case and determine the matter at issue. This will insure expeditious handling and fair judgment upon all discipline cases.

The work of the Joint Reviewing Committee will be supplemented by an extension of and improvement upon the methods of handling differences and grievances which were in effect prior to the war. Each Division Superintendent will have a meeting once a month with the local chairmen of the engine and train service employees under his jurisdiction, at which either side may present matters for consideration. Each general superintendent will have a monthly meeting with the general chairmen, and the general manager of each region will also hold monthly meetings with the general chairmen.

Appeals may be taken in the order named, and appeals from the decision of a general manager will be taken to the Joint Reviewing Committee of the system. Thus, in the final determination of any matter, the employees, through their representation upon the Joint Reviewing Committee, will have equal power with the officers in determining the issue. In this manner, the employees will participate in each step in decisions affecting their personal welfare and the conditions under which they work.

The Joint Reviewing Committee will meet monthly in order that all pending matters may be promptly determined.

For the purpose of definitely establishing decisions and interpretations upon the Pennsylvania System, a very important provision has been adopted. Under its terms, whenever an agreement is reached, regarding any particular controversy, between the representatives of the management and men—whether at a superintendent's meeting, a general superintendent's meeting, or a general manager's meeting—the settlement agreed upon will at once be placed in effect, but an immediate report of the same will be made to the Joint Reviewing Committee. The Joint Reviewing Committee, in its

turn, will at its earliest convenience, either ratify the ruling, as adopted, or modify it as may be thought best, and the principles in all regions will govern all existing and future cases of a similar nature.

The management says in a statement that it feels justified in expressing the conclusion that the understanding reached should not only make future strikes wholly unnecessary, but should obviate even the necessity for ever taking a strike vote among the engine and train service employees of the railroad, if both sides live up to the friendly spirit in which the understanding has been established.

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It is hostile to the system of child labor and is a factor in keeping children of school age out of the workshop.

It is on the editorial page of this paper and can be had on any printing done in this establishment.

Attempts are being made to reduce wages of workers in the ladies' garment, men's clothing, and fur industries. In each case the unions are resisting.

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Needs and Opportunities of To-day

Following are extracts from a sermon recently delivered in St. George's Church, Montreal, which is largely a "businessman's" church, by the Rev. James E. Fee:—

Was there ever a time when such opportunities for service opened up to every Christian? In this time of change and unrest, when men are groping after some remedy that will bring contentment and justice and happiness into the lives of the masses of men and women, there lies surely, to those who claim to have the secret, not only an exceptional opportunity, but also a solemn duty, to do all they can to make it known and see that it is applied. Things are, as they are to-day, not because the principles of truth for which the Church stands are inadequate to meet the world's needs, not because the Gospel which has been committed to her care is insufficient to alleviate the distress and injustice under which so many live, nor because the saving power of Jesus Christ is unable to overcome the selfishness of the human heart,—but because so large a number of professing Christians are not bearing witness to that power in their daily lives among men.

We may have beautiful churches and orderly and dignified services, but unless these are used by baptized members of the Christian Society as the special means given to them to meet together with God, to learn His Will, to understand His character, to feel His presence and the presence His Name, and unless we are away from each service with a deeper sense of the power of God's Holy Spirit in our lives, yes, and with a little keener desire to help others to realize this, too,—then our organized religion is not serving the purpose for which it is intended, and for which alone Christ empowered it with authority to act in His Name.

If the Christian believes that in Christ lies the solution of the world's unrest, then he must live His life and teach His principles. His supreme desire will be to serve God and his fellow-men. Just in proportion as we can stand that test either as individuals or as congregations will our influence for good be exerted over those with whom we have to do.

Outsiders are naturally judging our religion by what we are, in our actions, our attitude towards wrong doing, and in unselfish service of our fellow-men. How are we measuring up as the exponents of Christianity?

Men, if we were to take Christ with us down through some parts of our city, what would He say? What would He say to the conditions which compel children to be reared in some of the hovels in which we find them existing to-day? What would he

say to the numerous dens of vice flourishing in the midst of a professedly Christian city? What excuse have members of Christian Churches to give for such a condition? What would the Master say to a state of things which so often places dollars and cents before human life and development? What would he say, on the one hand, to the luxury and waste of our idle social clique, and, on the other hand, to the shiftlessness and lack of forethought on the part of so many of our poor? Just think of Christ in our Churches and in our homes on the Lord's day. Think of Him through the week in our factories and shops, in our offices and in our streets. What would be his attitude to all these social defects? When we try to view these things through His eyes we stand convicted as we should.

This failure, I believe, is due to the lack of a vital and inspiring faith. God means little more to the average man and woman than a Great Being, somewhere, in the vast Unknown; who has little to do with the ordinary concerns—the ups and downs of one's daily life. We take His existence for granted or give it an indifferent intellectual assent. What value is such a faith as that? Almost none. It is a great experience when truth ceases to be something which we take for granted; when instead it becomes something living and active, vibrating through us like a passion, and controlling every department of our life.

Now, it is a well-known fact that we tend to become like those whom we admire and love. We learn to see things as they see them and to admire what they admire. The man who keeps his mind on Jesus gets a truer perspective in life. He has a different standard by which to value things. He sees them as God sees them and prizes them accordingly. He will prize material goods and intellectual power not for themselves, but for the opportunities they put in one's pathway to serve God and one's fellow-men. He will judge his own and his neighbor's success by the character he has developed and the amount of service he has rendered to mankind. Brethren, when the membership of our Churches has caught the vision, the world will see such a changed attitude towards life, that confidence between man and man will be restored, industrial difficulties overcome, and society purified of many of the vices which are poisoning it to-day.

There was a time when John Newton could hold sweet communion with God on board his slave ship. But we look back to-day and say, How could he do it? So when Christians look back a hundred years hence, on the Church of this generation, and mark the indifference

to bad housing, to the unequal division of the necessities of life, to the dishonesty and commercialized vice all around us, they too will say: "They were good people, but how could they be so indifferent?" The idea of saintliness is changing. The "saint" to-day is not the man who withdraws from the world "to save his own soul," but the man who is putting forth every effort of which he is capable to make the lives of those around him better, happier and more useful. Mazzini, the Italian patriot, once said: "When I hear a man called good, I ask, 'Whom has he saved?'"

May we lift up our eyes and catch the vision of Christian service, and

having seen it may we throw ourselves whole-heartedly into that service as a great and enviable privilege given us by Jesus Christ. We may be very humble servants in the Master's household, and we may not appear to be accomplishing anything of special note; indeed we may seem to be lost sight of in the crowd; but if we are keeping our lives aglow with spiritual fire from heaven's altar, we are leaving behind, on those we touch, an influence which will help to lighten the darkness of the world and destroy the power of sin. True greatness consists in a Christ-like service of others, and the greatest among us is he who is readiest to serve his brethren.

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"It is healthy to breathe through your nose, isn't it?" remarked the Old Fogey.

"Yes," replied the Grouch. "You can't talk when you are breathing through your nose."—Cincinnati Enquirer.

WHY THEY CHEERED.

"The train pulled out before you finished your speech."

"Yes," replied Senator Sorghum. "As I heard the shouts of the crowd fading in the distance, I couldn't be sure whether they were applauding me or the engineer."—Washington Star.

MOST IMPROBABLE.

Editor—Why don't you make your story true to life?

Author—What's the matter with it?

Editor—what's the matter with it? Why, here you say that "There is the sound of a shot, and immediately the street swarmed with policemen."—Minnesota Star.

Life is made up not of great sacrifices or duties, but of small things, in which smiles and kindness, and small obligations given habitually are what win the heart and secure comfort.—Davy.



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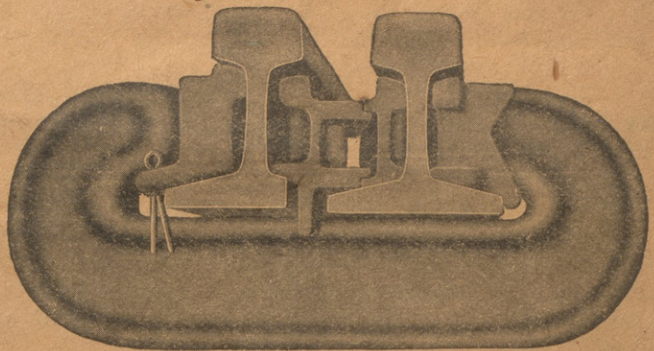
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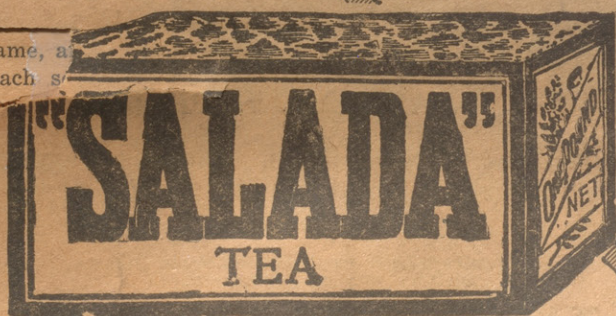
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